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EQUATING FACULTY LOADS.

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AT ALPENA COMMUNITY COLLEGE, A NORMAL TEACHING LOAD FOR ANY FACULTY MEMBER IS 14-16 SEMESTER HOURS, WITH 75-125 STUDENTS AND 2-3 PREPARATIONS. VARIATIONS FROM THE SCHEDULE ARE IN ACCORDANCE WITH SPECIFIC FORMULAS RELATING TO TOTAL MEMBERS OF STUDENTS, NUMBERS OF PREPARATIONS, ASSIGNMENT TO ENGLISH COMPOSITION CLASSES, NEW COURSES, AND CLASSES OFFERED IN THE EVENING OR ON SATURDAY. THE DOCUMENT PRESENTS DETAILS OF THE PLAN. THIS ARTICLE IS PUBLISHED IN THE "JUNIOR COLLEGE JOURNAL," VOLUME 36, NUMBER 8, MAY, 1966. (WO)

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EQUATING FACULTY LOADS

A Michigan Faculty Works Out a Formula For Determining Equitable Teaching Loads

By Kenneth W. Oosting

Alpena Community College has the practice of reserving about a week at the end of the academic year for faculty meetings. In 1963 these meetings led to the formation of a Faculty Council, the membership of which was to include all persons who teach at least one semester hour. In the fall of 1963 the president of the council appointed a Professional Problems Committee which began to discuss several issues including the academic calendar; but most of the committee's time was spent on a faculty load proposal, largely because of considerable faculty interest.

During the 1963-64 academic year differences arose in the committee, and within the faculty as a whole, on the matter of how laboratories should be equated to lectures and recitations in determining faculty load. Much of the drive for a faculty load proposal had come from the fact that those teaching laboratory courses felt they were being unfairly treated because one lecture equaled two lab hours in determining load.

Agreement was reached within the committee to use a formula to show the relative weight of labs as well as other factors such as the number of preparations and evening classes. In fact, those not teaching laboratory courses seemed to see in the formula the answer to particular problems such as the number of students in a composition course or compensating for the extra work of a department head.

In the spring of 1964 the Michigan Association of Junior Colleges at its Legislative Assembly (which includes the college presidents and a representative from the faculty of each institution) took up the matter of faculty load. At present they are conducting a more exhaustive study. Also during the spring of 1964 the committee presented its proposal to the Faculty Council which adopted it June 3, 1964. On November 19, 1964, some changes were accepted by the Faculty Council, bringing the proposal to the form in which it appears here.

The last step has been one of implementation. This began in the summer of 1964 when the formula was applied to each faculty member in an effort to find out how many people it would affect. It was found that most faculty members did not have an overload. During 1964-65 the committee has made some progress in implementation, the most important being the agreement of the director of the college to use the formula on a trial basis beginning September, 1965. This agreement was preceded by a study conducted by the Committee of Michigan Community Colleges which showed that the load at Alpena was generally higher than at the other institutions.

It should be kept in mind that even though the formula permits the arrival at a very precise figure, the final figure becomes a matter of real importance only if outside the range of fourteen to sixteen hours. In other words, a load of fourteen hours is treated the same as one of fifteen or sixteen hours. It must be emphasized that a major purpose of the proposal was to balance faculty overloads for the few that had them. The committee took a dim view of receiving extra pay for an overload, preferring instead to have any overload reduced.

Here is the statement adopted by our faculty council:

Faculty Load Formula

A normal teaching load for any faculty member shall consist of 14-16 semester hours, 75-125 students enrolled in these courses, and 2-3 preparations. Deviations from this normal teaching load shall be considered in the following schedule:

A. Contact Hour Evaluation

1. Each hour of lecture, recitation or lab = 1.0.

B. Number of students and preparations

1. If the number of students is over 125, the total semester hours shall be multiplied by .2 and added to the total.

2. If the number of students is less than 75, the total semester hours shall be multiplied by .1 and *deducted* from the total.

3. If the total number of preparations is more than three, the total semester hour shall be multiplied by .1 and added to the total.

4. If the total number of preparations is one, the total semester hours shall be multiplied by .1 and *deducted* from the total.

5. English composition shall be .4 for each 10 students.

C. New courses and night or Saturday courses

1. If an instructor's teaching load includes a course offered for the first time by the college, the number of semester hours that this course is valued at shall be multiplied by .3 and added to the total.

2. If any part of an instructor's teaching load includes a course (or courses) offered in the evening or on Saturday, the number of semester hours that this is valued at shall be multiplied by .2 and added to the total.

D. Department head classification

Any faculty member who has been assigned the duties shall have 1.0 added to the total.

The total of these shall be used to determine the equated teaching load of each faculty member. If a faculty member's teaching load is over sixteen hours, this equated teaching load should be reduced. If the load cannot be reduced, then the faculty member shall be paid a sum equal to 1/16 of his base salary times the number of hours greater than sixteen.

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